

Exhibit F



**Crew Wage Scale for 2017 Puerto Rico Storm Rates and Stand By Rates for
Cobra Energy and Subsidiaries**

Position	PR Storm – Per Day	PR Storm – Per Hour	Non Puerto-Rico Wage
General Foreman	\$1,400.00	\$66.22	\$38.50
Foreman	\$1,250.00	\$59.12	\$34.50
Journeyman Lineman	\$1,000.00	\$47.30	\$32.00
Class A Lineman	\$900.00	\$42.57	\$30.00
Class B Lineman	\$800.00	\$37.84	\$28.50
Hot Apprentice/Class C	\$700.00	\$33.11	\$27.00
Operator	\$800.00	\$37.84	\$28.50
Groundsman	\$600.00	\$28.38	\$18.00
Mechanic	\$900.00	\$42.57	\$30.00

Off island wages may be adjusted based off performance & experience for US based, off island, non-Puerto Rico wage. Employee will be notified of adjustments prior to them taking effect.